

Comparisons of Job Characteristics

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Human Resources Specialists (13-1071)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Human Resources Specialists (13-1071)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Personnel and Human Resources	5.6	18.7	19.1	0	Current knowledge level may be sufficient
English Language	11.2	16.2	15.4	0	Current knowledge level may be sufficient
Customer and Personal Service	11.3	16.0	8.7	<<	Extensive education and/or training may be required
Clerical	7.3	13.3	8.0	<<	Extensive education and/or training may be required
Sales and Marketing	5.2	11.4	3.1	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 90

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Human Resources Specialists (13-1071)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Speaking	10.8	14.0	13.3	0	Current skill level may be sufficient
Reading Comprehension	10.7	13.8	13.3	0	Current skill level may be sufficient
Active Listening	11.0	13.7	14.2	0	Current skill level may be sufficient
Social Perceptiveness	9.1	11.6	10.8	0	Current skill level may be sufficient
Service Orientation	7.9	10.8	7.9	<<	Extensive development of skills in this area may be required
Management of Personnel Resources	6.9	9.1	8.3	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 94			
Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072) Associated Occupation: Human Resources Specialists (13-1071)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.9	13.3	<	Some improvement in abilities may be required
Oral Expression	12.4	14.8	13.0	<	Some improvement in abilities may be required
Written Comprehension	11.0	13.4	13.0	0	Current ability level may be sufficient
Speech Clarity	10.2	13.0	11.1	<	Some improvement in abilities may be required
Written Expression	9.8	12.9	11.5	<	Some improvement in abilities may be required
Speech Recognition	9.9	12.8	10.7	<	Some improvement in abilities may be required
Near Vision	11.1	11.8	11.7	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 78
Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072) Associated Occupation: Human Resources Specialists (13-1071)		
Work Activities	Exclusivity of Activity	
Advise department managers in personnel matters	89	
Conduct research on work-related topics	44	
Conduct training for personnel	30	
Ensure compliance with government regulations	76	
Evaluate qualifications or eligibility of applicant for employment	84	
Explain rules, policies or regulations	48	
Fill out business or government forms	42	
Maintain job descriptions	78	
Make presentations	13	
Obtain information from individuals	24	
Prepare or maintain employee records	69	
Understand government labor or employment regulations	87	
Use government regulations	44	
Use interviewing procedures	23	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 86

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)
Associated Occupation: Human Resources Specialists (13-1071)

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.